United States Army
ombined Arms Support Comman

Command Briefing

CSM Paul Haynes Jr.

Agenda

- CASCOM Overview
- Combat Developments
- Training Developments
- Institutional Training
- Support to Total Army
- Conclusion

The Army Vision

Soldiers on Point for the Nation
Persuasive in Peace;
Invincible in War

Responsive

Deployable

Agile

Versatile

Lethal

Survivable

Sustainable

The Most Esteemed Institution in the Nation, the Most Respected Army in the World, and the Most Feared Ground Force to Those Whose Actions Would Threaten the Vital Interests of the U.S.”

The Army Vision

- **Increase Strategic Responsiveness**
- **Improve Operational Jointness**
- **Develop Leaders for Join Warfighting and Change**
- **Complete Full AC / RC Integration**
- **Man Warfighting Units**
- **Provide Well-Being of Soldiers Civilians and Families**
- **Help Soldiers Achieve Goals**

Rapid Responsive Ready

The Army Vision

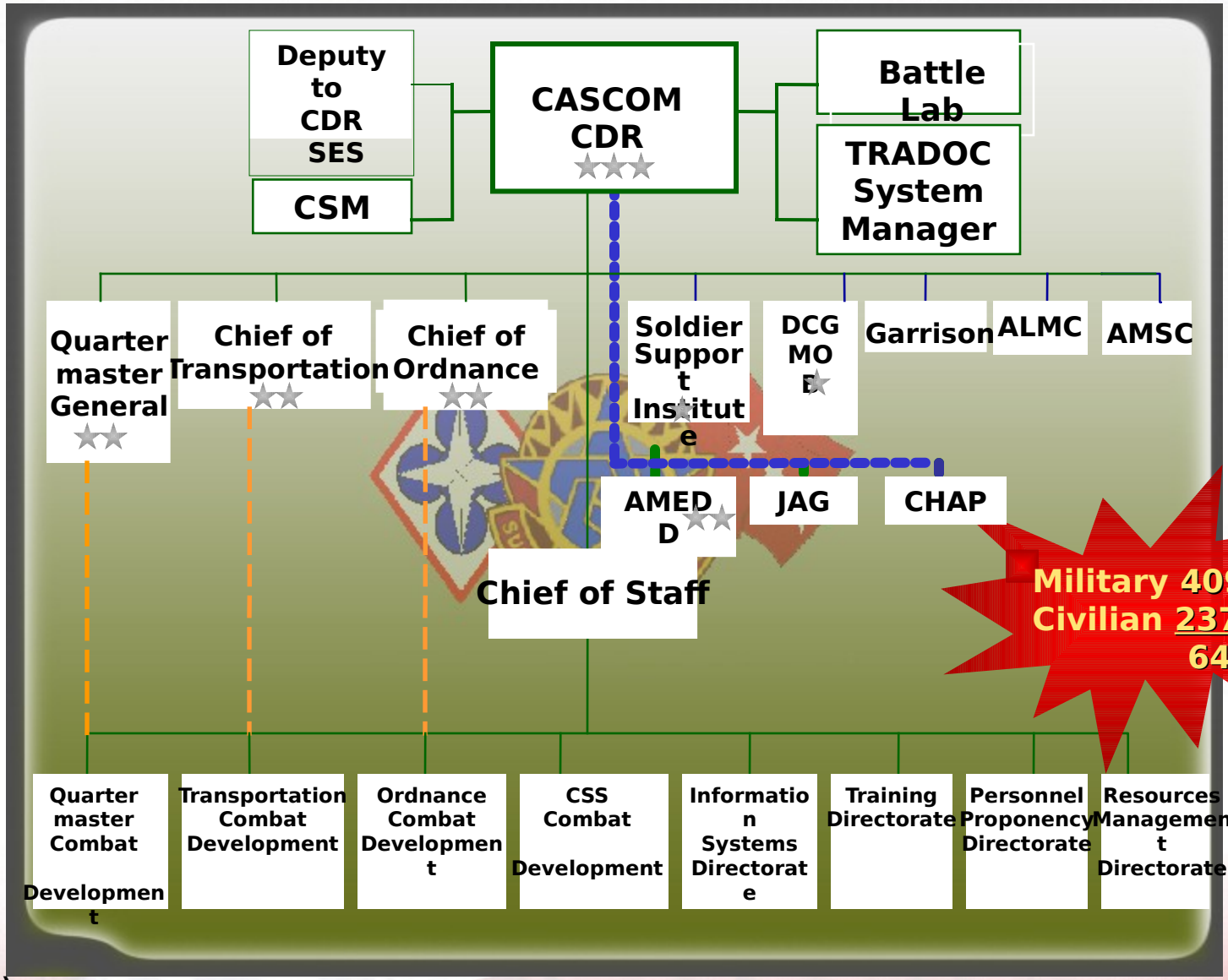
Rapid Responsive Ready

CASCOM Mission

Provide the Army with *combat developments*, *training developments*, and *institutional training*; participate in the force structuring process; determine materiel requirements and influence the development, acquisition, and fielding processes for combat service support functions.

Supporting an Army of Today

Combined Arms Support Command

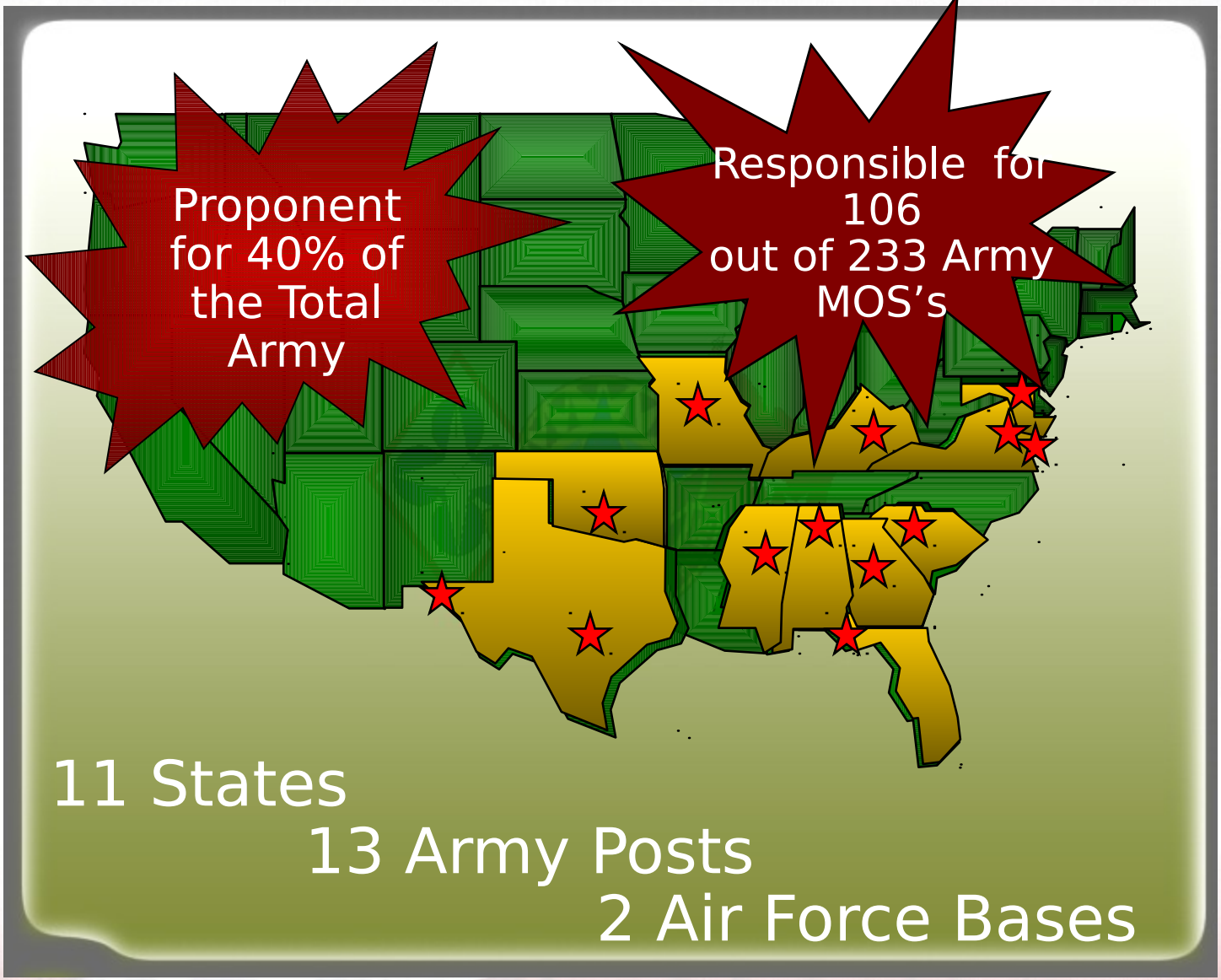


FY 01 (0201 TDA)
AUTH OFF/ WO/ ENL
643/ 139/ 3316 CIV

As of 05/11/01

The CASCOM Family

- APG
- Fort Lee
- Fort Eustis
- Fort Story
- Fort Belvoir
- Fort Jackson
- Fort Gordon
- Eglin AFB
- RSA
- Fort Sam Houston
- Keesler AFB
- Fort Leonard
- Fort Knox
- Fort Bliss



The CASCOM Missions

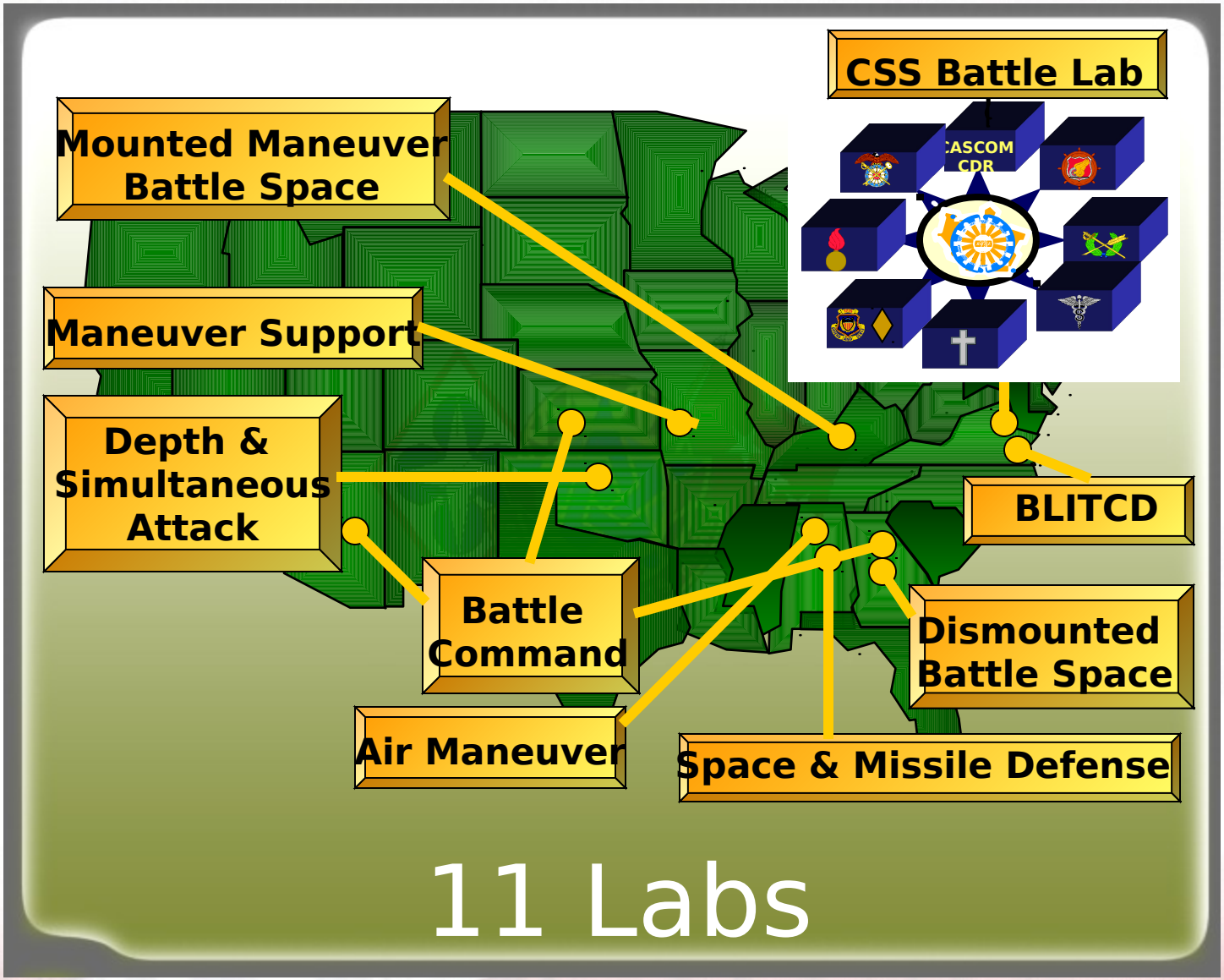
"New Means to Effect Future Army Architecture"

Supporting Transformation with …

Traditional	Non-Traditional
• Combat Developments Concepts & Initiatives Doctrine Materiel • Training Developments Mission Training Plans Unit Training Outlines • Institutional Training	• Velocity Management • Joint Distribution For CINCs • Deployment/Force Projection • CSS Transformation • GCSS-A • Single Stock Fund • Reduce CSS Footprint

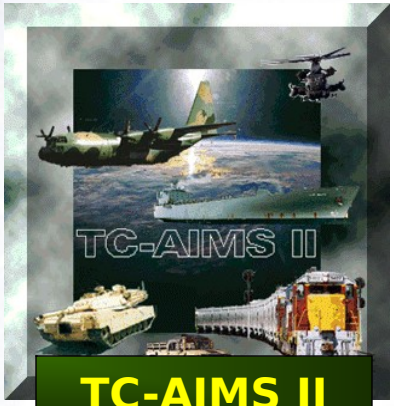
The DTLOMS Advocate for Combat Service Support !

The Army Battle Labs



CASCOM Transformation Initiatives

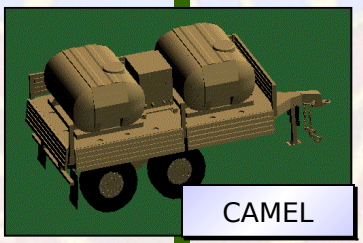
Combat Developer Enablers



TC-AIMS II

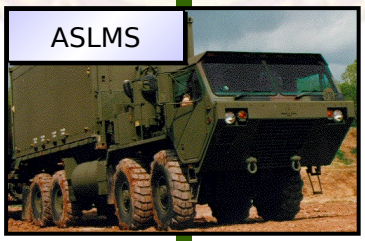
RAPT 02

HIPPO



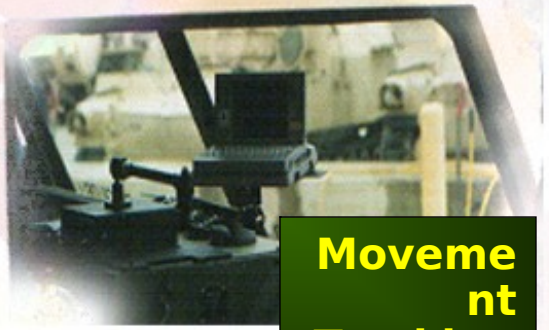
CAMEL

ASLMS



Pending Congressional Approval

HEMTT W/, Trailer & CROP



Movement Tracking System

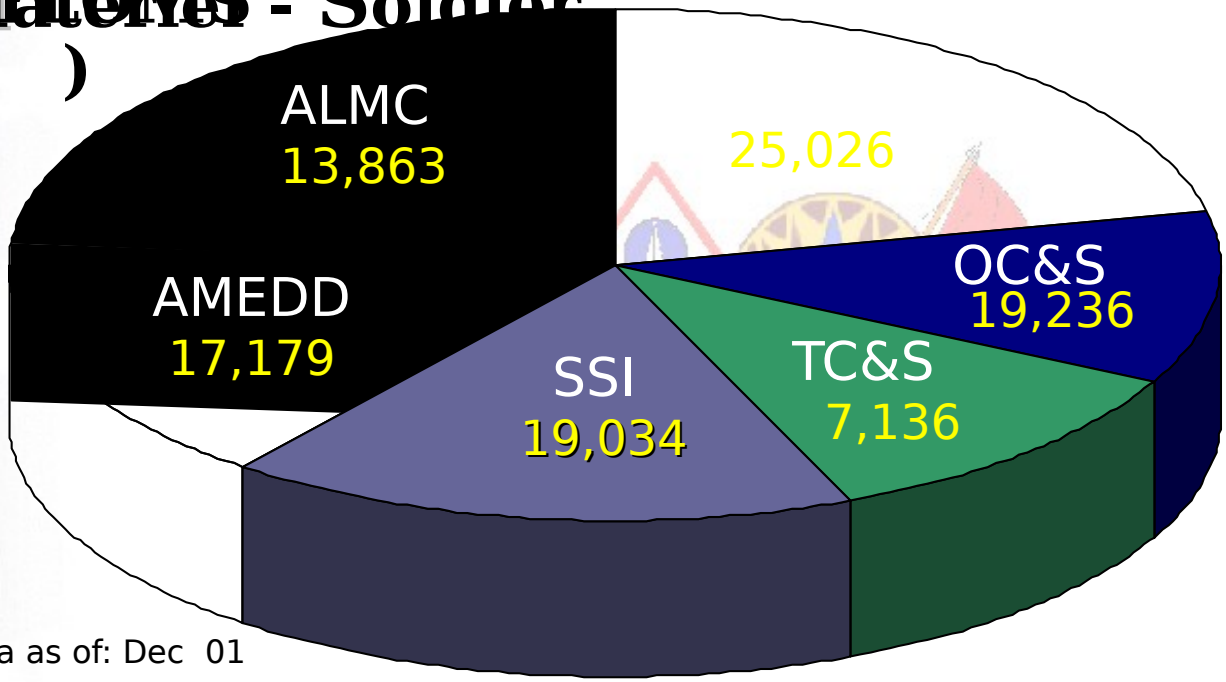
GCSS-Army

Forward Repair System

HIGH CAPACITY UNIT (HCU)
CSSCS w/FBCB2 Interface

Training Development

Doctrine – Training - Leader Organization – Materiel - Soldier (DTLOMS)



Data as of: Dec 01

ATRRS FY 02 Projected Student Load

Training Development

- ✓ Individual Training
- ✓ **Warfighter XXI** Unit Training
- ✓ Multimedia Strategies & Training Packages
- ✓ Institutional & Self Development
- ✓ Senior and Tactical Leaders Courses

Distance Learning

- On line CD ROM Catalog
- 35 Titles underway
- Over 40 Resident Course DL Conversions

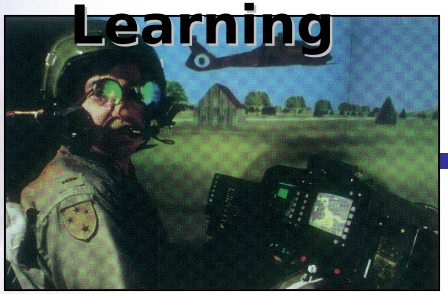
Training Development

Training the Transforming Army

Distance Learning

CONSTRUCTIVE

Classroom XXI



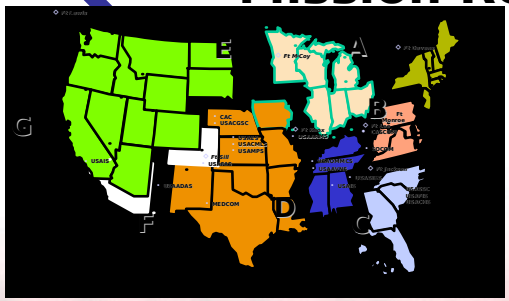
Simulations

VIRTUAL

LIVE

Deployable Training/ Mission Rehearsal

Diagnostics



Total Army School System

Quartermaster
Training Center and School

MG Terry E. Juskowiak

CSM Bradley Peat

Proponency Areas

- Petroleum
- Water
- Supply
- Field Services
- Aerial Delivery
- Mortuary Affairs
- Subsistence

Quartermaster MOSs

43M--Fabric Repair Specialist

57E--Laundry and Shower Specialist

77F--Petroleum Supply Specialist

77L--Petroleum Laboratory Specialist

77W--Water Treatment Specialist

92A--Automated Logistical Specialist

92G--Food Service Specialist

92R--Parachute Rigger

92Y--Unit Supply Specialist

92M--Mortuary Affair (note)is not a NCO slot for TD

Quartermaster MOS Consolidations

- **Mar 00 the Quartermaster General approved MOS consolidation**

- **MOS 43M/57E identified for consolidation to 92 S**

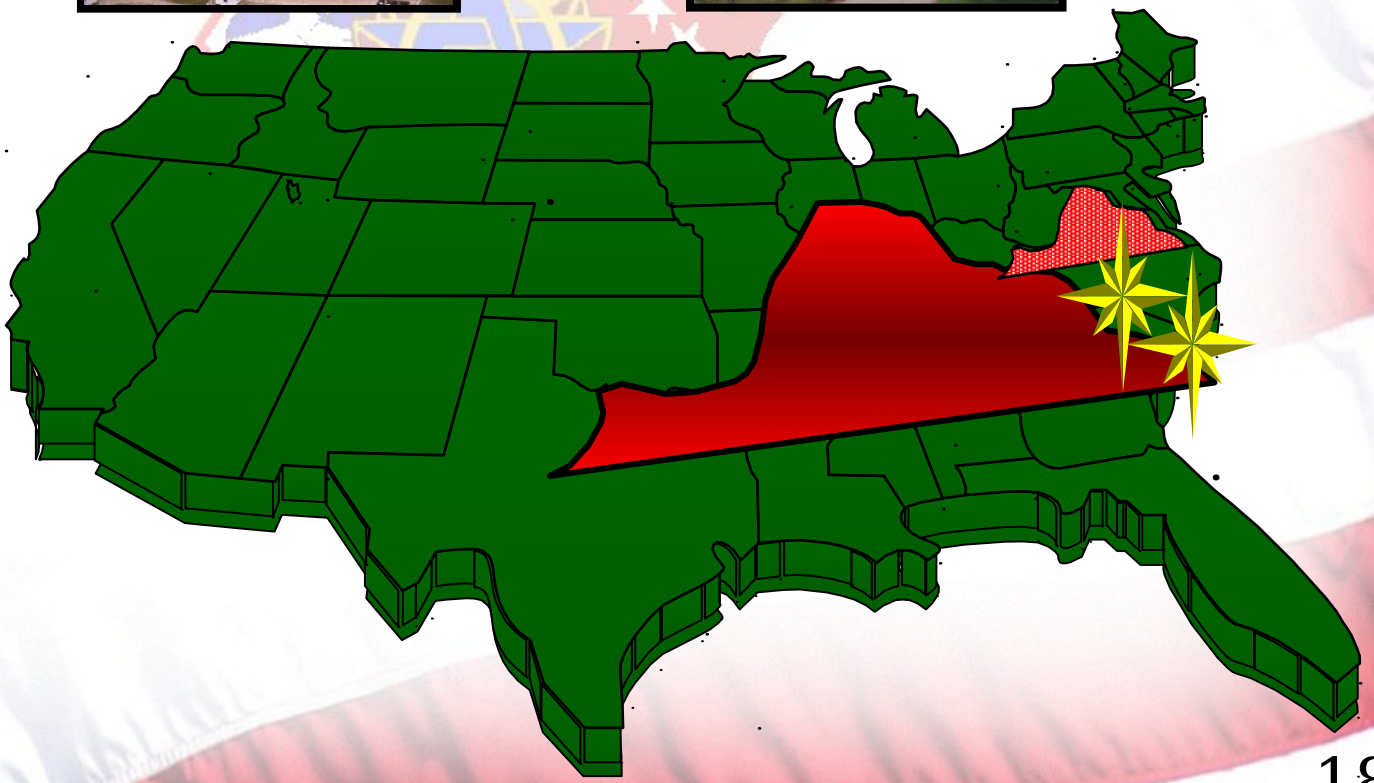
- **Training implementation to begin with 92S10 by the 1st Qtr, FY 02**

Transportation Center and School

MG Robert T. Dail

CSM Stephen Raschke

- Proponency Areas
- Truck Drivers
- Trans Management
- Watercraft
- Railway Move
- Terminal Operations
- Traffic



Transportation MOSs

(88H) Cargo Specialist
(88K) Watercraft Operator
(88L) Watercraft Engineer
(88M) Motor Transport Operator
(88N) Traffic Management Coordinator

Ordnance Center and School

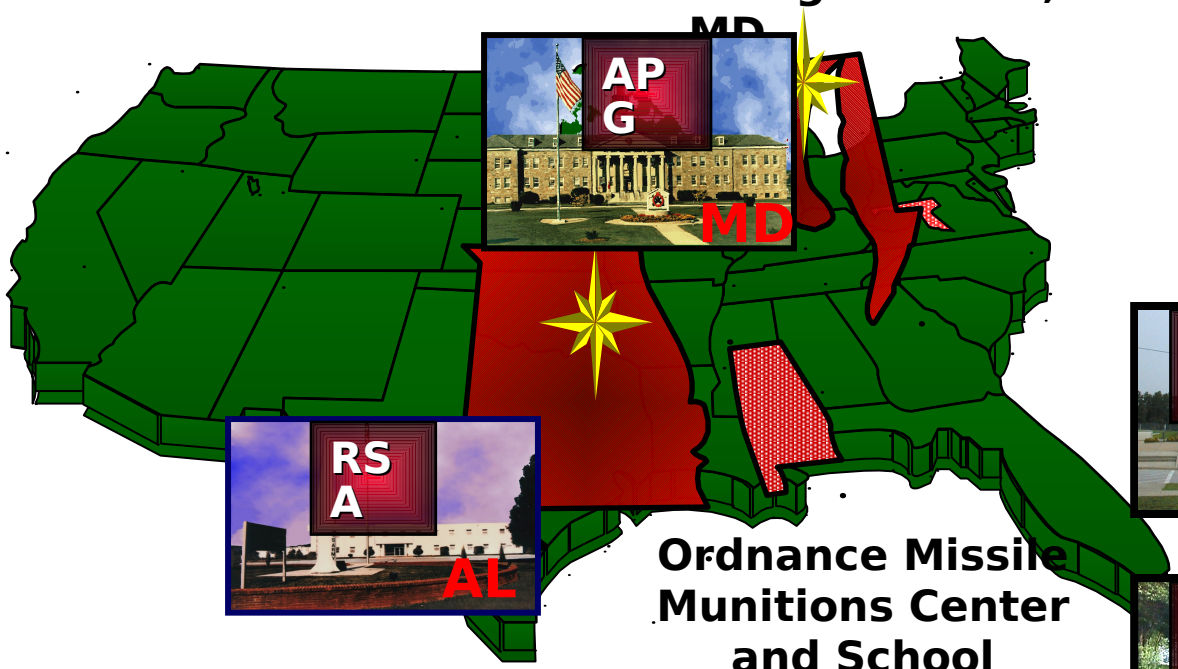
MG Mitchell Stevenson

CSM Timothy Ayers

Proponency Areas

- Maintenance
- Machinist
- Armament
- Recovery
- Welding
- Power Generation
- Missile Maintenance
- Munitions

Ordnance Center and School
Aberdeen Proving Grounds, MD



Ordnance Missile Munitions Center and School
Redstone Arsenal, Huntsville AL

Ordnance MOSs

CMF 63

44B	Metalworker
44E	Machinist
45B	Small Arms/Towed Arty Rep
45D*	Self-Propelled FA Turret Mech
45E	M1 Abrams Turret Mechanic
45G	Fire Control System Repairer
45K	Armament Repairer
45T	BFV Turret Mechanic
52C	Utilities Equipment Repairer
52D	Power Generation Equip Rep
52X	Special Purpose Equip Repair
62B	Construction Equip Repairer
63B*	Light Wheel Vehicle Mech
63D*	Self-Propelled FA Sys Mech
63E	M1 Abrams System Mech
63G*	Fuel & Electrical Sys Repair
63H*	Track Vehicle Repairer
63S*	Heavy Wheel Vehicle Mech
63T	BFV System Mechanic
63W*	Wheel Vehicle Repairer
63Y*	Track Vehicle Mechanic
63Z	Mechanical Maint Supv

Ordnance MOSs

CMF 63

55B	**Ammunition Specialist**
55D	**Explosive Ordnance Disposal Specialist**

Ordnance MOSs

CMF 35

35D	Air Traffic Control Equip Rep
35E	Radio/COMSEC Equip Repair
35F*	Special Electronic Equip Rep
35J *	Computer Auto Systems Rep
35L	Avionic Commo Equip Rep
35N*	Wire Systems Equip Repairer
35R	Avionic Systems Repairer
35W	Commo/Electron Maint Chief

Ordnance MOSs

CMF 35

27E LC Missile System Repairer
27M MLRS Repairer
27T AVENGER System Repairer
27X PATRIOT System Repairer
27Z Missile System Maint Chief
35H TMDE Maint Support Spec
35M Radar Repairer
35Y IFTE Operator/Maintainer
39B Apache Attack Helo Sys Rep

Ordnance MOS Consolidations

35J, 35N, 35F combined to form 35F

63B, 63S, 63W combined to form 63B

63H, 63Y combined to form 63H

45D, 63D combined to form 63D

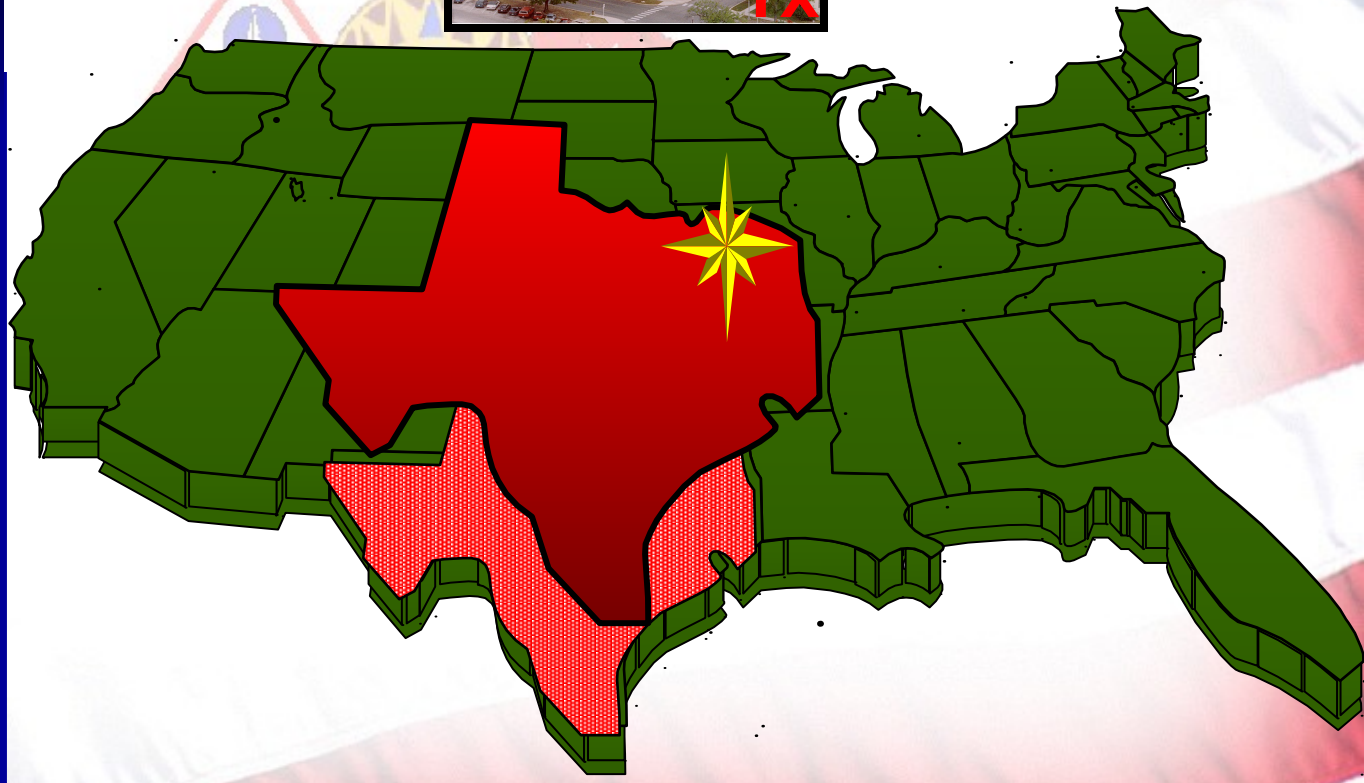
Army Medical Department
Center and School

MG Kevin C. Kiley

CSM Adolph M. Arista, Jr

Proponency Areas

- Hospitalization
- Evacuation
- Preventive Medicine
- Dental
- Veterinary
- Combat Stress Control
- Area Support
- Pharmacy, Lab, X-Ray



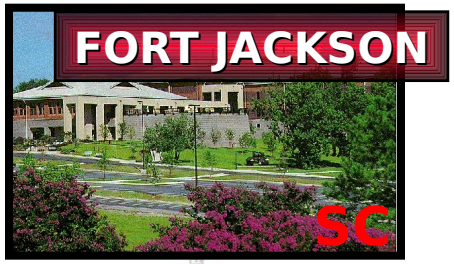
Medical MOSs

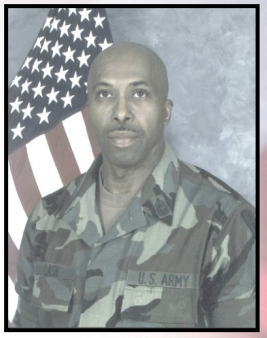
CMF 91

42E	OPTICAL LABORATORY SPECIALIST
71G	PATIENT ADMIN SPECIALIST
76J	MEDICAL SUPPLY SPECIALIST
91A	MEDICAL EQUIPMENT REPAIRER
91B	MEDICAL SPECIALIST
91C	PRACTICAL NURSE
91D	OPERATING ROOM SPECIALIST
91E	DENTAL SPECIALIST
91G	PATIENT ADMINISTRATION SPECIALIST
91H	OPTICAL LABORATORY SPECIALIST
91J	MEDICAL LOGISTICS SPECIALIST
91K	MEDICAL LABORATORY SPECIALIST
91M	HOSPITAL FOOD SERVICE SPECIALIST
91P	RADIOLOGY SPECIALIST
91Q	PHARMACY SPECIALIST
91R	VETERINARY FOOD INSPECTION SPECIALIST
91S	PREVENTIVE MEDICINE SPECIALIST
91T	ANIMAL CARE SPECIALIST
91V	RESPIRATORY SPECIALIST
91W	HEALTH CARE SPECIALIST
91X	MENTAL HEALTH SPECIALIST
91Z	CHIEF MEDICAL NCO

Soldier Support Institute

BG Edgar E. Stanton, III

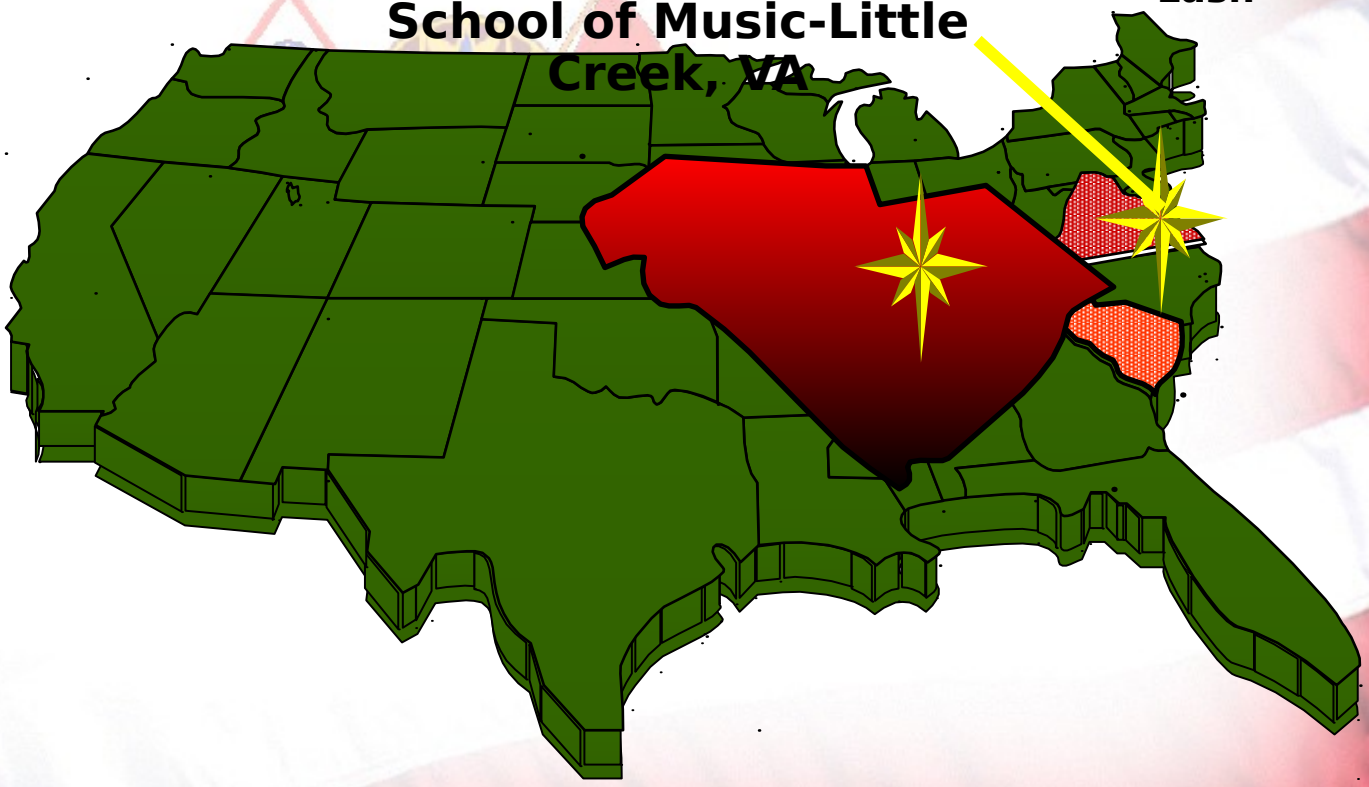




CSM Freddie Lash

Proponency Areas

- Adjutant General
- School of Music
- Finance
- Recruiting Retention
- Joint Postal School



Adjutant General MOSs

CMF 27

27D	PARALEGAL SPECIALIST

CMF 46

46Q	JOURNALIST
46R	BROADCAST JOURNALIST
46Z	PUBLIC AFFAIRS CHIEF

CMF 56

56M	CHAPLAIN ASSISTANT

CMF 71

00U	EQUAL OPPORTUNITY NCO
71D	LEGAL SPECIALIST
71L	ADMINISTRATIVE SPECIALIST
71M	CHAPLAIN ASSISTANT
73C	FINANCE SPECIALIS
73D	ACCOUNTING SPECIALIST
73Z	FINANCE SENIOR SERGEANT
75B	PERSONNEL ADMINISTRATION SPECIALIST
75F SYSTEM	PERSONNEL INFORMATION MANAGEMENT SPECIALIST
75H	PERSONNEL SERVICES SPECIALIST

Adjutant General MOSs

CMF 74

74B	INFORMATION SYSTEMS OPERATOR-ANALYST
74C	TELECOMMUNICATIONS OPERATOR-MAINTAINER
74G	TELECOM CMPT OP-MNT

CMF 97

02B	CORNET OR TRUMPET PLAYER
02C	EUPHONIUM
02D	FRENCH HORN PLAYER
02E	TROMBONE PLAYER
02F	TUBA PLAYER
02G	FLUTE/PICCOLO PLAYER
02H	OBOE PLAYER
02J	CLARINET PLAYER
02K	BASSOON PLAYER
02L	SAXOPHONE PLAYER
02M	PERCUSSION PLAYER
02N	KEYBOARD PLAYER
02S	SPECIAL BAND MEMBER
02T	GUITAR PLAYER
02U	ELECTRIC BASS PLAYER
02Z	BANDS SENIOR SERGEANT

Army Logistics Management College

COL Grady S. Mills
Commandant

Schools in ALMC

- School of Logistics Science
- School of Systems & Acquisition Management
- Florida Institute of Technology

Courses for NCO's

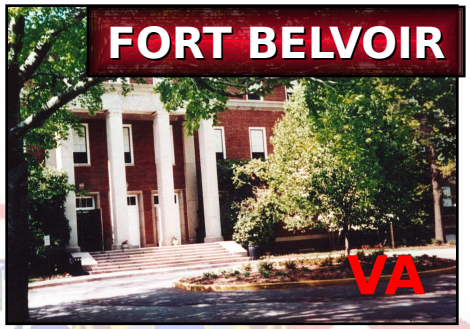
1. Army Acquisition Qualification Course
2. Army Maintenance Management
3. Defense Inventory Management
4. Installation Log Management
5. Log Assistance Program
6. Presentation Tech
7. Support Operations

TAKE ADVANTAGE!

Army Management Staff College

Schools in AMSC

- Leader Development Programs
- Sustaining Base Leadership and Management (resident and non-resident)
- Personnel Management for Executives I and II
- Command Programs
- Garrison Precommand Course
- General Officer Installation Course
- Garrison



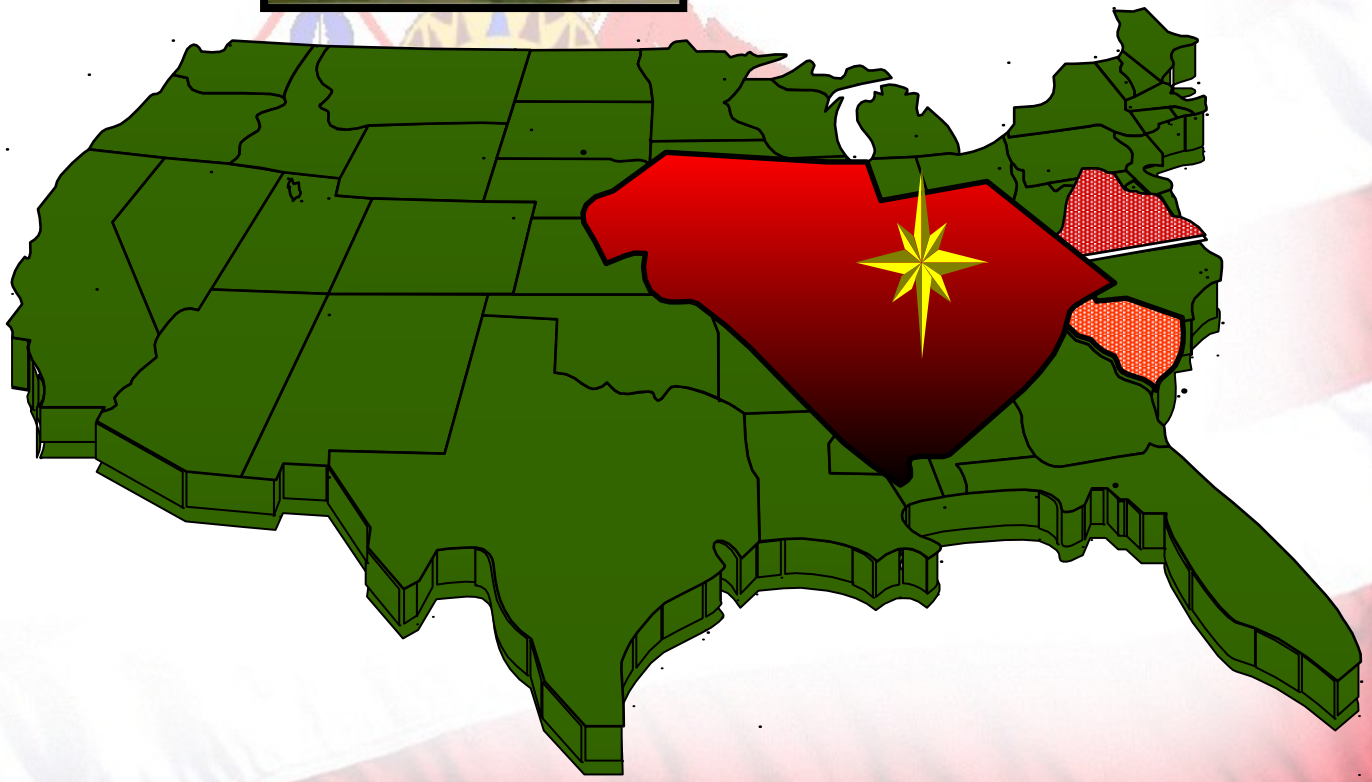
COL Philip L. Wilkerson
Commandant

Chaplain Center and School

CH (COL)
Gilbert H.
Pingel
Commandant

Proponency Areas

- Army Chaplain School
- Chaplain Assistant
- Spiritual Ministries
- Specialized Ministries

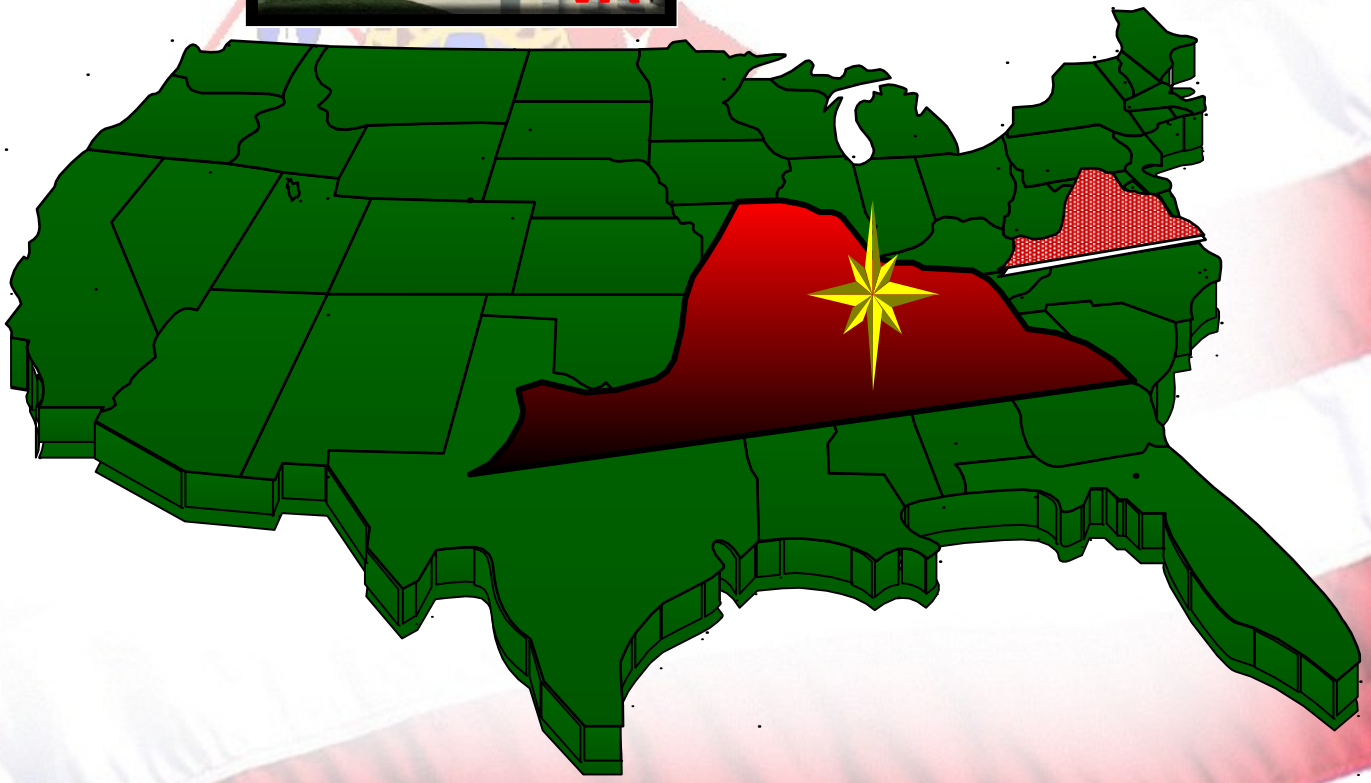


The Judge Advocate General's School

COL Richard D. Rosen
Commandant

Proponency Areas

- The Graduate Legal Education Program
- Staff Judge Advocate
- Contract & Fiscal Law
- Administrative & Civil Law
- Int'l & Operational Law



CASCOM *Is big business…*

The DTLOMS Advocate for Combat Service Support

Force Structure

40% Army's Force is in CSS

Proponent for 30% of Army TOEs

Doctrine

- Proponent for 31% of Army FMs
- Review 100 non-proponent manuals and Joint Pubs / yr
- Contributing CSS writers to other doctrine, such as FM 3-0

10% TRADOC

2518 Civilians
4181 Military

Training

44% of TRADOC graduates

14% Trainers/ Training Developers

35% Training Products

Enablers

Materiel Development

FY O1 – 4 RAPT approved candidates

CASCOM Missions

The DTLOMS Advocate for Combat Service Support

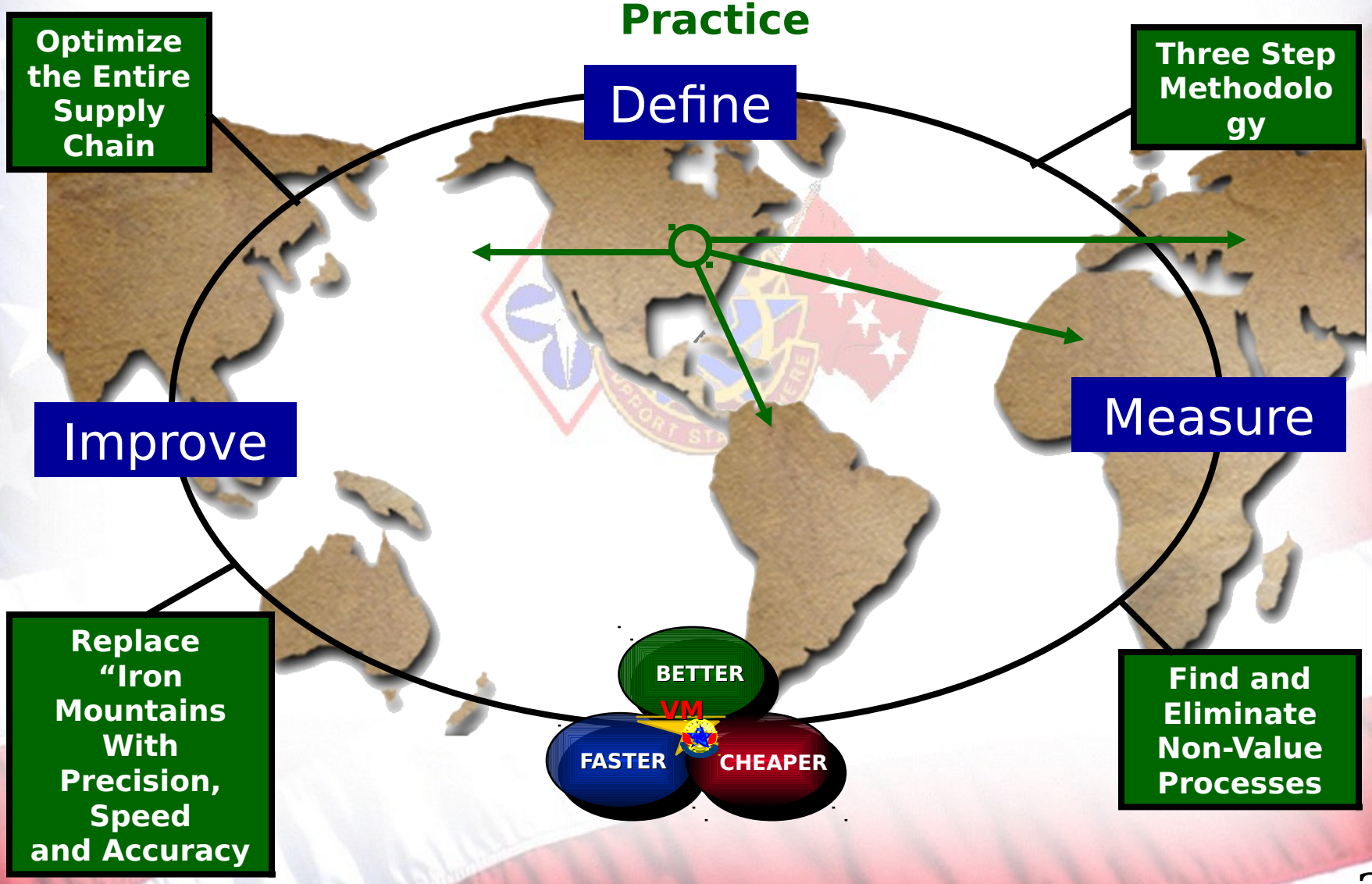
"New Means to Effect Future Army Architecture"

Non-Traditional

- Velocity Management
- Joint Distribution For CINCs
- Deployment/Force Projection
- CSS Transformation
- GCSS-A
- Single Stock Fund
- Reduce Logistics Footprint

Velocity Management

Process Improvement Program Based On Best Business Practice



Power Projection/Strategic Lift

Projecting the Force

Improved Infrastructure and Platforms

C17/C5/Comm

ISB

C130

Future Means

Training & Education

FSS/LMSR/TSV/C17/C5/Commercial

LMSR

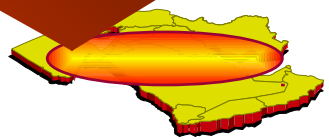
FSS

TSV

Forward Stationing and Positioning

The payoff for mastering the art of strategic responsiveness is operational

The Transformation



Legacy Force

Objective Force

Interim Force

Deploy & Sustain

Transform

Objective Force

S&T

R&D

Experimentation

Tech Solutions

Shrink CSS Footprint

Initial BCT

Interim

IDIV

Transform

2000

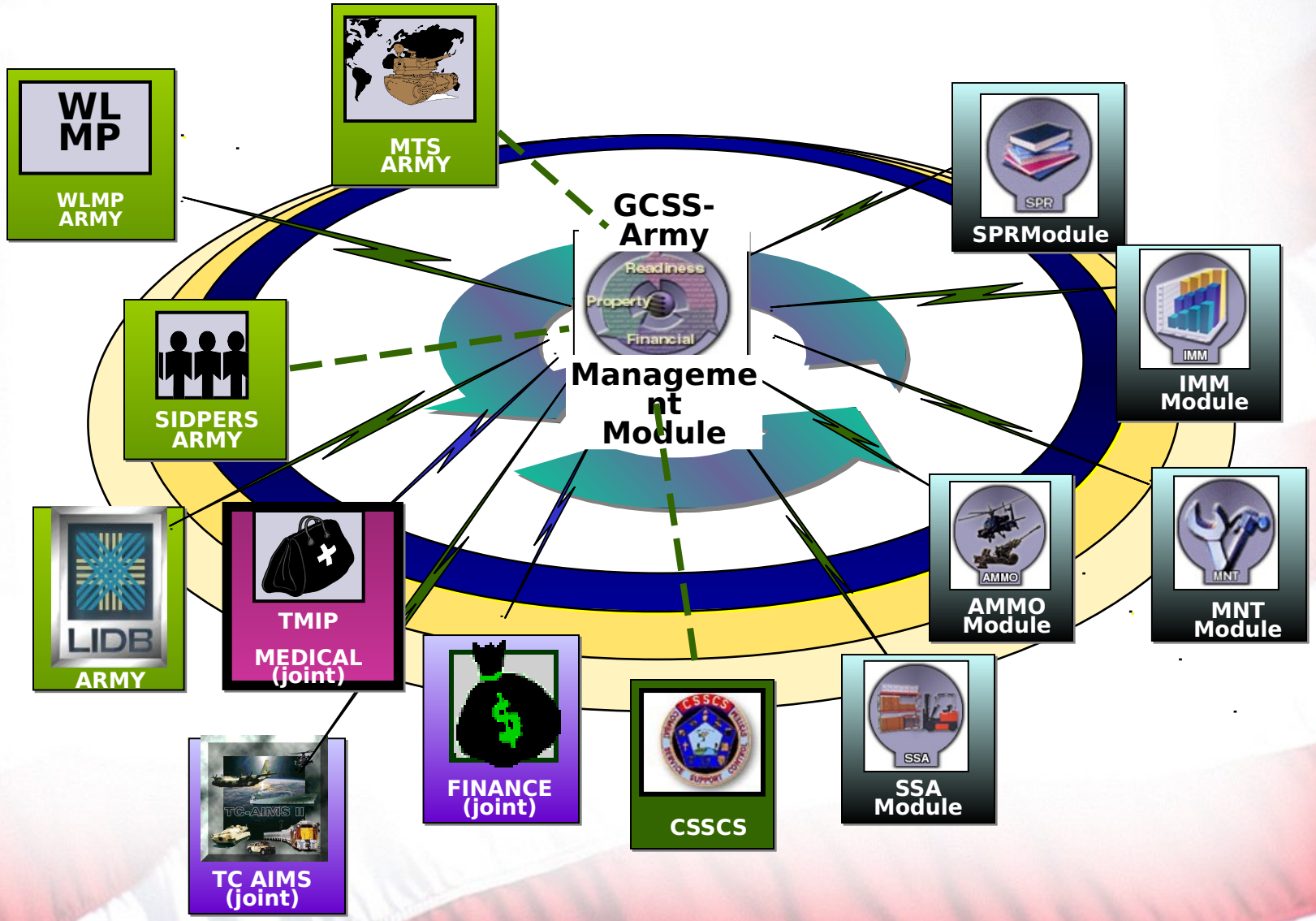
First Interim BCT

2003

First Unit Equipped Objective

- Improved Deployability and Sustainability
- Lethality, Mobility and Survivability for Decisive Outcomes

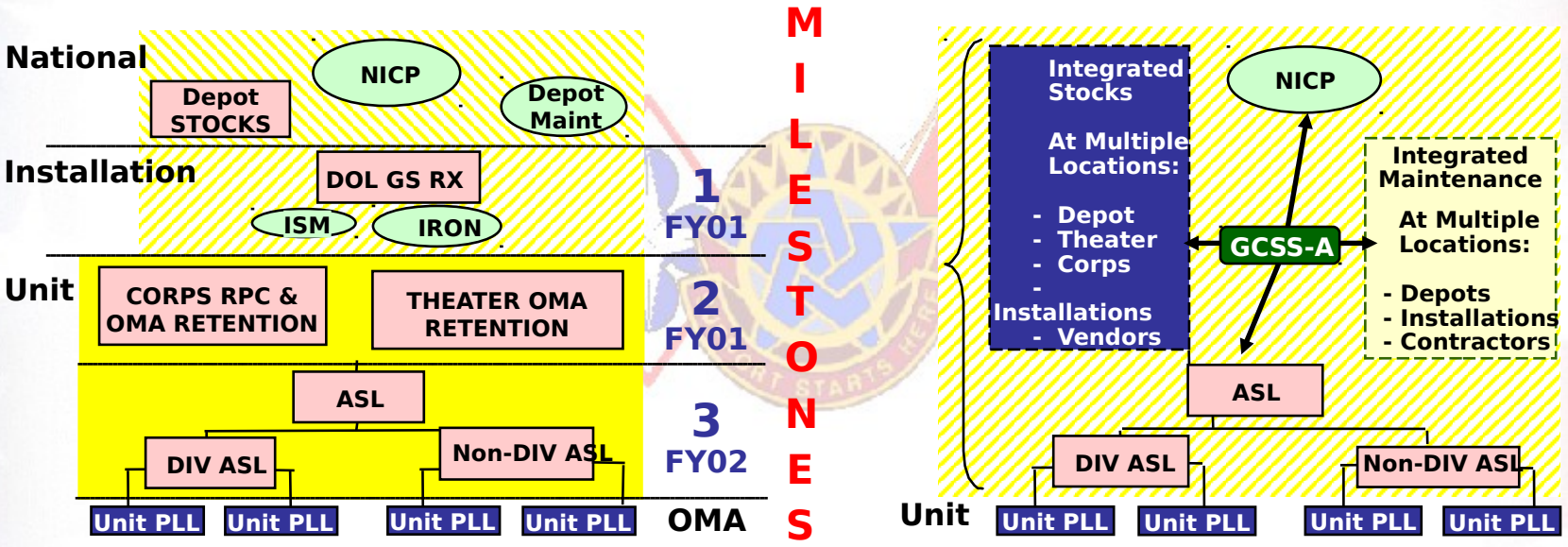
Information & GCSS-A



Single Stock Fund

Our Vision

WHERE WE ARE — Phased Approach — **WHERE WE'RE GOING**



- **Allows Better Management of Army Inventory**
  - **Provides a Single Point of Sale Resulting in Fewer Financial Transactions**
  - **Simplified Credit Policy**
  - **Significantly Enhances Smarter Repair / Buy Decisions**
- **Critical Enabler For Future Business Process**

Prepare for the Next War, *Not the Last*

- **Update Doctrine**
- **Reshape Force Structure**
- **Transform Training**
- **Leverage Technology**

The Old Way Cannot Be the New Way!

Influencer Advertising Points

Matures

Born 1921-1941

*We're the Army you thought you knew, and better

*Duty, honor, victory, teamwork

"Ask not what your country can do for you.."

*Remember the values kids used to have?

Boomers

Born 1941-1961

*We're for winner (battle the Stripes/Full Metal Jacket syndrome

*We've got the best technology in the world

*What kind of values do you want your child to have

Initial Change

Will See Beginning of OJF

AVG Age Max 61 Min 41

Gen X

Born
1961-1981

93 Million

Attitudes/Attributes

Avg Age
22-31

Cynical and media-savvy

Once rebellious, now a big economic force

Alienated, Edgy

TIS
12Yrs

Worst reputation of any generation

Self-reliant

Senior NCO
OF
2010 2020

Independent

11%
Immigrant

Millennial Generation

*Born 1982 - 2002(?) Age 19 and younger

Self-view

*Parents are mostly Boomers (90%)

*76 Million now

*Outnumber Xers by 2002

Senior NCO 2016-2020

*One in Five has an Immigrant Parent

*Optimistic
- 9 in 10 say they are “happy”
onfident/positive
-Decreasing worry about violence, sex, or drugs

Suicide Rates Falling

Millennials' Self-View

Team

Confident

Team Players

* Gravitating to group activities
* Believe "Selfishness" is a major cause of problems in the country
* Believe in their own collective power

Follow Rules

* Declining youth crime/pregnancy/abortion rates

Accept Authority

* Identify with their parents' (current) values
* Trust and feel close to their parents

Achieving

* Accountable to higher school standards
* On track to be the best educated in history

Pressure

* Pressed to excel
* Push to study hard, avoid personal risk and take

NCOES Not Broken

Must Change

Legacy Force		Objective Force
Authoritative	→	**Competent**
Critical	→	**Supportive**
Arbitrary	→	**Rational**
Demanding	→	**Involvement**

Just needs to be relevant!

ANCOLC

Phase 1 Common Core

Phase 2 Distant Learni

Maneuver Sustainment Task

Phase 3 BOS Centric

Phase 4 Branch Technical

Selected MOS

ANCOLC

Battle Staff in ANCOC/BNC

College Course in NCOES

No Tech/ANCOC

Distant Learning

Technical Track

Train soldiers- Grow leaders

Multi-function soldier

SMA 4 yr. colleg

Change to be relevant

Legacy NCOES

The Road Ahead

✓ **Crosswalk existing training for ANCOC tasks in SOC, Battle Staff, CLC3 and existing QM ANCOC (Aug 01)**

✓ **Develop draft module task list (Aug 01)**

- Staff draft task list with proponents (Sept - Oct 01)

- Incorporated comments (Oct 01)

- Brief CASCOM CSM (Oct 01)

- Develop module training packages (Nov 01-Mar 02)

- CASCOM directive to integrate MS ANCOC

CASCOM Homepage

http://www.cascom.army.mil/

Point → Click → CASCOM

United States Army
ombined Arms Support Comman

Command Briefing

CSM Paul Haynes Jr.